

Benefits Matrix—Spring 2009

January 1, 2009

Benefits Matrix	Benefit Classification as Defined by Benefit Program Assignment			
PeopleSoft Benefit Program Coding	PRB—Full Time 39, 1021, Management, Confidential	PFF—Contract Faculty	PAB—Adjunct Hourly	TCB—Temporary Classified Benefits
Designations to appear on paychecks	PRB	PFF	PAB	TCB
Workers Compensation	●	●	●	●
Medical *(refer to Benefits Eligibility & Payment Highlights for explanation on costs)	●	●	● *	
Dental	●	●	● (District does not make contributions)	
Employee Assistance Program	●	●		
Flexible Benefits 125, 132	●	●	●	●
Pre-Tax Parking	●	●	●	●
Pre-Tax Transportation	●	●	●	●
Tax Deferred annuities—403(b)	●	●	●	●
Tax Deferred Annuities—457(b)	●	●	●	●
Defined Benefit Plans—401(a) STRS		●	●	
Defined Benefit Plans—401(a) PERS	●			
Cash Balance			●	
Apple				●
Term Life	●	●		
Long Term Disability	●	●		
Union Dues / Fees	●	●	●	●

Benefits Premium Formula	Formula: (50% / 50%)		
<i>Note, if you are not eligible for District contribution, you may be eligible to pay the full amount.</i>	1) Take the monthly rate (ex. 446.01) 2) Multiply the number of months of coverage (6 months ~ Sept., Oct., Nov., Dec., Jan. and Feb.) (ex. 446.01 * 6 = \$2676.06) 3) Divide by the number of pay periods (3 months ~ Oct., Nov. and Dec.) (ex. 2676.06 / 3 = 892.02) 4) Divide by 2 if eligible for the 50% / 50% plan. (ex. 892.02 / 2 = 446.01)		
Group Insurance Plans (Monthly Rate)	Single	Two Party	Three or More
Kaiser <i>(rate in effect through 08/31/09)</i>	\$446.01	\$892.02	\$1,262.20
CoreSource <i>(rate in effect through 08/31/09)</i>	\$525.09	\$1,173.19	\$1,762.51
Delta Dental <i>(rate in effect through 08/31/09)</i>	\$60.67	\$103.14	\$157.75
United HealthCare Dental <i>(rate in effect through 08/31/09)</i>	\$23.84	\$38.15	\$58.41

KAISER REIMBURSEMENT PROGRAM FOR MAIL ORDER PRESCRIPTONS

Eligibility:	Active Members of Unions, PFT, 1021, 39, confidential & management employees
Frequency of Reimbursement:	Semi Annually (July and January)
Documentation Guidelines:	Complete Reimbursement Form and Supply Receipts